

**ARIZONA SUPREME COURT  
COMMISSION ON MINORITIES IN THE JUDICIARY (COM)  
MINUTES**

Thursday, April 22, 2010  
1:00 pm – 3:00 pm  
Arizona State Courts Building – Room 230  
Phoenix, Arizona

**MEMBERS PRESENT:**

Honorable Roxanne Song Ong, Chair  
Mike Baumstark  
Jesus Diaz  
Lisa Loo  
Honorable Marie Lorona  
Arthur Wilkerson  
Honorable Penny L. Willrich (Ret.)

**STAFF:**

Susan Pickard, Court Services Division, AOC  
Annette Mariani, Court Services Division, AOC

**Guest (s):**

Deb King, Education Services Division – AOC  
Patricia Stansfield, Education Services Division -  
AOC  
Theresa Barrett, Court Programs Unit, AOC

**PRESENT TELEPHONICALLY:**

Honorable Peter J. Eckerstrom  
Karin Humiston  
Honorable Mitchell Kalauli  
Niccole King  
Margarita Silva

**MEMBERS ABSENT:**

Honorable Maria Avilez  
Brenetta Monyette Green  
Joi Hollis  
Bryon Matsuda  
Honorable Leslie Miller  
Justin Ruggieri  
Patricia Seguin  
Honorable Eileen Willett

**REGULAR BUSINESS**

1. **Call to Order:**  
Honorable Roxanne Song Ong called the meeting to order without a quorum present.
2. **Welcome, Introductions:**  
Commission members present and on the telephone introduced themselves.

## BUSINESS ITEMS/POTENTIAL ACTION ITEMS

### 3. **Potential JSEC Diversity Cultural Competency Broadcast – Lisa Loo, Arizona State University, Counsel; Deborah King and Patricia Stansfield, AOC, Education Services Division**

Deborah King informed COM members that she, Patricia Stansfield, Judge Song Ong, Lisa Loo, Theresa Barrett and Susan Pickard met earlier to discuss the possibility of a Diversity/Cultural Competency broadcast. During this preliminary discussion it was determined input should be gathered from the entire Commission at their next regularly scheduled meeting which led to this discussion being placed on the agenda. Deborah King and Patricia Stansfield facilitated the discussion with the Commission.

Ms. King shared that the process to develop a broadcast includes identifying the topic, the focus of the topic, and who the subject matter experts might be.

Discussion then ensued regarding past training sessions. Most members agreed that this training should introduce the concept of cultural competency as a skill set, like other skills we attain to make us more effective and efficient in our profession. Initially, Ms. King and Ms. Stansfield were planning for a June presentation, but based upon the Commission's discussion and the necessary development time, they decided to target August 24, 2010.

#### Delivery Method:

- It was suggested this presentation might best work as a webcast. A web cast is seamless to courts, can triple the number of courts that can participate and is beneficial for rural communities.
- It was noted the webcast will need to adhere to a 2 hour time limit.
- Members felt it was important to include an activity in the webcast or some interactive component. It was suggested perhaps a pre-quiz or survey could be developed to engage participants.
- To add variety to the delivery method, Patty informed members the webcast could include prerecorded segments along with live presenters.

#### Objectives:

- Participants will learn that cultural competency is a skill set that should be developed to make them more effective and efficient in their daily jobs.
- Participants will understand that this webcast is designed to offer them the foundation upon which to build this skill set.
- Participants will acknowledge that honing this skill set is important for judicial system employees at all levels.

#### Other discussion points:

- *It was noted the Cultural Competency Workgroup, led by Judge Penny Willrich, is working on definitions of diversity and cultural competency. It was suggested that this common definition could be previewed in and/or used for this webcast.*
- Calvin Terrell and John Martin were suggested as possible presenters.

#### Next Steps:

- Deborah King and Patricia Stansfield will lead a workgroup to develop the webcast. Workgroup volunteers include: Judge Penny Willrich, Jesus Diaz, Lisa Loo, Karin Humiston, Judge Mitchell Kalauli and Margarita Silva.
- Scenarios need to be identified as soon as possible in order to coordinate taping.

#### 4. **Approval of Minutes**

With a quorum of the members now present, Judge Song Ong presented the January 21, 2010 minutes for approval.

**Motion:** To approve the minutes of the January 21, 2010 meeting as written. The motion was seconded and approved. COM-010-03

#### 5 **Workgroup Update**

##### **Collaboration and Outreach – Margarita Silva**

- Due to continuing budget constraints, the idea of a town hall meeting has been put on hold.
- The workgroup is exploring collaboration with a program for at risk youth that is offered by the Maricopa County Superintendent of Schools called *Juvenile Transitions*. ACTION: Staff will contact the program's director, Dorothy (Dottie) Wodraska, and invite her to the next meeting of the Commission.
- A member noted that another possible program for collaboration and youth outreach would be the Law for Kids website.
- It was noted that this workgroup could use more members. Members were encouraged to contact staff if interested in joining the workgroup.

##### **Diversity Workgroup – Judge Peter Eckerstrom**

The Chris Nakamura workshop was held at the Minority Bar Convention on Friday, April 16, 2010. Each session was presented by very distinguished panels. While there were a limited number of attendees, the audience was very receptive. It was noted these sessions are slotted as breakout sessions and as such are in competition with other breakout sessions so this may have been a factor impacting attendance.

To assist in increasing Workshop attendance, the following suggestions were offered:

- Perhaps the Commission could include questions in the brochures prior to the sessions that may help to attract more persons to want to come and listen
- Continue to reach out to more people through the various pipelines
- Speak to the state bar in regards to scheduling one of our sessions at a time that does not bump into a competing session

Judge Song Ong thanked Judge Peter Eckerstrom and Justin Ruggieri for their hard work and dedication to presenting a high quality program.

##### **Further Discussion**

Last year the bench lost three Hispanic judges and this year two more will be retiring. While efforts have been made to recruit minority candidates for these vacancies, few are stepping forward. Discussion then turned to how can the Commission help with recruitment and identification of candidates? Suggestions included:

- Visit various sister bars
- Contact the registrants of the Chris Nakamura Workshop and those listed on the various minority bar mailing lists to see if they may be interested. This process could be automated by creating a database of individuals identified as having a possible interest and sending them an email when a vacancy occurs. It was noted COM needs to make sure that they are not duplicating any efforts being made by other organizations.
- Visit law schools to stimulate students' future interest in pursuing an appointment to the bench. It was suggested considering visiting elementary schools as well to plant the seed earlier and give guidance on how decisions they make now could impact opportunities later.

**Cultural Competency – Judge Penny Willrich (Ret.)**

The workgroup met on April 14, 2010. The charge for this meeting was to begin the task of developing a definition for the concept of diversity and cultural competency for use by the judiciary. The members reviewed a number of definitions gathered from a variety of sources: Arizona State University, University of Arizona, Maricopa County, Oregon State Government, Phoenix Law, and North Carolina State University to name a few. The workgroup will continue to consider these definitions as they develop Arizona's definition. ACTION: Feedback was requested from the commission.

**Over-Representation – Jesus Diaz**

Jesus reported the collaboration between the Over-Representation Workgroup and the Arizona Juvenile Justice Commission continues to be strong. After years of presenting the Disproportionate Minority Contact (DMC) Report Card at the state level, the Workgroup's agenda has moved to presentations of county specific data to county officials and judicial department leadership. Most recently, on March 30<sup>th</sup>, Navajo County leadership received a presentation. It was well received and a commitment was made to continue the discussion. Next, Graham, Greenlee and Yuma counties are scheduled for presentations regarding their data so the dialogue can begin at the local level. The plan is to present the county-specific data to all 15 counties within one year. Another workgroup goal is to have the first draft of the 4<sup>th</sup> Annual Report Card by this July. This workgroup meets in conjunction with the Statewide DMC Committee on the first Thursday of every month from 9:30 to 11:00 a.m. at the Governor's Division for Children's Youth and Family. Jesus informed members all are welcome.

For the record, Jesus clarified that a commitment was made with each jurisdiction that their data would not be shared until such time that all data had been presented to all counties.

**6. NEXT MEETING**

The next full commission meeting is scheduled for Thursday, July 29, 2010, at the Arizona Courts Building, Conference Rooms 230 from 1:00 – 4:00 pm.

**Call to the Public – No responses**

**Adjourned at 2:54 p.m.**